

BEFORE THE HUMAN RIGHTS COMMISSION
OF THE STATE OF MONTANA

CONCHITA SINTAS,

Case # 0091013872

Charging Party,

ORDER

-v-

HELENA SAND AND GRAVEL,

Respondent.

Conchita Sintas (Sintas) filed a complaint with the Department of Labor and Industry (Department) alleging that Helena Sand and Gravel discriminated against her on the basis of gender.

Following an informal investigation, the Department determined that a preponderance of the evidence did not support Sintas's allegations of unlawful discrimination. The Department issued a Notice of Dismissal. Sintas filed an objection with the Montana Human Rights Commission (Commission). The Commission considered the matter on May 18, 2010. Sintas appeared and argued on her own behalf. Sharon Landrum appeared and argued on behalf of Helena Sand and Gravel.

The Commission reviews a decision of the Department to dismiss a complaint using an abuse of discretion standard. *Section 49-2-511(2), MCA*. After careful consideration, the Commission concludes the determination of the Department to dismiss the complaint in this case is not an abuse of discretion.

If a charging party chooses to commence a civil action in district court, the charging party has 90 days after the date this order is issued to file a complaint in district court, in the district where the alleged violation occurred, and seek appropriate

relief. *Section 49-2-511(3)(a), MCA.* If a charging party fails to commence a civil action within 90 days, their claims are time barred. *Id.*

Alternatively, a party may ask a district court to review the decision of the Commission to affirm the dismissal of a complaint. *Sections 2-4-702 and 49-2-511(3)(b), MCA.* This review must be requested within 30 days of the date of this order

IT IS HEREBY ORDERED, that Conchita Sintas's objection is **overruled**. The Commission affirms the determination of the Human Rights Bureau to dismiss the complaint against Helena Sand and Gravel.

DATED this ____ day of May 2010.

Chair Ryan C. Rusche
Human Rights Commission

CERTIFICATE OF SERVICE

The undersigned secretary for the Human Rights Commission certifies that a true and correct copy of the foregoing ORDER was mailed to the following by U.S. Mail, postage prepaid, on this _____ day of May 2010.

CONCHITA SINTAS
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Montana Human Rights Bureau